

PERSONNEL**Criminal Background Investigations**

It is the policy of the School Board of Stafford County to require any individual who accepts a position with the school system to be fingerprinted and to provide personal descriptive information for the purpose of checking for the existence of criminal history record information maintained by the Virginia State Police or the Federal Bureau of Investigation. This policy will cover all positions including the following: Licensed Personnel, Service Personnel, Full-Time, Part-Time, Supplements, and Substitute Employees.

Legal Reference: Through June 30,1997

Code of Va., §22.1-296.2. Fingerprinting required.—As a condition of employment, the school boards of the Counties of Albemarle, Campbell, Chesterfield, Cumberland, Essex, Fairfax, Fauquier, Fluvanna, Frederick, Greene, Hanover, Henrico, Henry, Isle of Wight, Loudoun, Louisa, Nelson, Orange, Pittsylvania, Prince William, Rockbridge, Spotsylvania, and Stafford and the Cities of Alexandria, Bristol, Charlottesville, Chesapeake, Danville, Falls Church, Fredericksburg, Hampton, Hopewell, Manassas, Newport News, Norfolk, Petersburg, Portsmouth, Radford, Richmond, Roanoke, Virginia Beach, and Winchester shall require any applicant who is offered or accepts employment after July 1, 1989, whether full-time or part-time, permanent, or temporary, to submit to fingerprinting and to provide personal descriptive information to be forwarded along with the applicant's fingerprints through the Central Criminal Records Exchange to the Federal Bureau of Investigation for the purpose of obtaining criminal history record information regarding such applicant; however, such applicant may be required to pay the cost of such fingerprinting or criminal records check at the discretion of the school board. From such funds as may be available for this purpose, the school board may pay for the fingerprinting or criminal records check.

The Central Criminal Records Exchange, upon receipt of an applicant's record or notification that no record exists, shall report to the school board whether or not the applicant has ever been convicted of murder, abduction for immoral purposes as set out in §18.2-48, sexual assault as set out in Article 7 (§18.2-61 et seq.) of Chapter 4 of Title 18.2, failing to secure medical attention for an injured child, pandering as set out in §18.2-361, taking

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indecent liberties with children as set out in §18.2-370 or §18.2-370.1, neglect of children as set out in §18.2-371.1, or obscenity offenses as set out in §18.2-374.1 or §18.2-379, possession or distribution of drugs as set out in Article 1 (§18.2-247 et seq.) of Chapter 7 of Title 18.2, arson as set out in Article 1 (§18.2-77 et seq.) of Chapter 5 of Title 18.2, use of a firearm in the commission of a felony as set out in §18.2-53.1, or an equivalent offense in another state. The Central Criminal Records Exchange shall not disclose information to the school board regarding charges or convictions of any crimes not specified in this section. If an applicant is denied employment because of information appearing on his criminal history record, the school board shall provide a copy of the information obtained from the Central Criminal Records Exchange to the applicant. The information provided to the school board shall not be disseminated except as provided in this section. (1988, c. 851; 1989, c. 544; 1990, c. 766; 1991, c. 342; 1992, cc. 641, 791; 1993, cc. 210, 458; 1994, cc. 232, 782; 1995, cc. 731, 781, 809; 1996, cc. 396, 467.)

Adopted by School Board:

January 9, 1996